

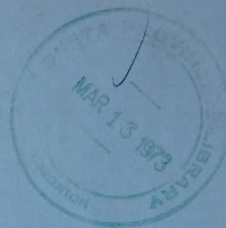
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SURVEY OF WORKING CONDITIONS AND FRINGE BENEFIT PLANS

ALBERTA - 1 AUGUST 1971

Prepared by:
Alberta Bureau of Statistics
Department of Industry & Commerce
Edmonton, Alberta
July 5, 1972

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INTRODUCTION

GENERAL COMMENTS

The Survey of Working Conditions And Fringe Benefit Plans - Alberta - 1 August 1971 was conducted by mail questionnaire concurrently with the Alberta Salary and Wage Rate Survey. This report provides a review of respondents' practices in the following arrangements:

- A. Standard Work Week - Relates to the normal hours and days worked per week, and does not include overtime.
- B. Vacation With Pay Plans - Relates to qualifying periods in terms of length of service for four (4) designated paid vacation periods. Similar data for five and six week paid vacations are available on request.
- C. Paid Statutory or Public Holiday Policies - Relates to policies regarding paid holidays and, where applicable, to the number of paid holidays allowed in the year immediately prior to August 1, 1971.
- D. Overtime Work Compensation Policies - Relates to policies regarding overtime work compensation and, where applicable, to the terms of a policy for compensating overtime work performed on three (3) designated work periods.
- E. Fringe Benefit Plans - Relates to the percentage of premium paid by employers for eleven (11) designated fringe benefit plans. For each plan, data are compiled only for firms specifying that the particular plan was available to employees.
- F. Supplementary Holiday And Vacation Data - Relates to the incidence of three (3) designated practices for paid vacations.

Data were collected and are published for office and non-office employees. The incidence of office and non-office reporting by firms in the survey, and the office-non-office distribution of all employees in these firms, is presented in tabular form on page three (3). Although data have only been published in this report on an Alberta summary basis, data have been compiled for each of the ten firm-types shown in the table on page three (3), and have also been compiled on a firm-size basis. Please be specific in requests for these alternative forms of data and allow two weeks for requests to be filled.

The firms participating in this survey are basically those participating in the wage and salary survey and listed in that survey report.

NOTES ON METHODOLOGY

For the purposes of this survey, clerical and administrative staff are classed as office employees, while production, maintenance, sales and custodial staff are classed as non-office employees. When less than three firms report within a specific category, an asterisk (*) is used in place of the number of employees in firms reporting.

In the standard work week section, when conditions fell between particular values in a range, the reported data was rounded to the nearest value in the range for which information is published. Therefore, the category "other" encompasses only conditions outside of the end points of the table.

For the section on vacation with pay plans, most firms reported plans with varied vacation periods depending on different lengths of service: the total number of "qualifying periods" is therefore greater than the number of firms reporting in the survey. When more than one arrangement was reported for either office or non-office staff, an unweighted average of the alternative "qualifying periods" required for a specific paid vacation period has been used in the survey. This unweighted average was rounded to the nearest whole number.

In the paid statutory or public holiday policies section, the listing of specific paid holidays is not exhaustive as it includes only the most frequent paid holidays reported.

For the overtime work compensation policies section, overtime is defined as work performed in excess of or beyond the standard or normal work week or work day arrangement. Firms were asked to report the terms of their overtime work compensation policy for a standard work day, for a statutory or public holiday, and for a non-scheduled work day which is not a statutory or public holiday. Firms were asked to exclude both pay for regular work and special holiday premium pay for work performed on a statutory or public holiday when this holiday is part of the standard work week arrangement.

For each of the eleven (11) plans included within the fringe benefit plans section, data are only provided for those firms which specified that the particular plan was available to their office and non-office employees respectively. Therefore, in each instance, data do not include firms that did not specify whether the particular plan was or was not available, and do not include firms which specified that the particular plan was not available. Consequently, readers are cautioned that the number of firms omitted from the data for each plan is not (necessarily) representative of those firms which do not offer the particular plan.

OFFICE EMPLOYEES

Firm-Type	Firms Reporting Office Employees		Office Employees in Reporting Firms	
	Number	Percentage of Summary	Number	Percentage of Summary
		%		%
Construction Firms	85	7.3	1,334	1.8
Manufacturing Firms	227	19.6	6,139	8.2
Oil Firms	114	9.9	13,180	17.5
Public Service	81	7.0	30,400	40.5
Department Stores	37	3.2	1,606	2.1
Wholesale Firms	141	12.2	1,946	2.6
Automotive Firms	65	5.6	748	1.0
Financial Firms	143	12.4	7,639	10.2
Retail Firms	148	12.8	2,361	3.1
Institutions	116	10.0	9,794	13.0
Summary of All Firms	1,157	100.0	75,147	100.0

NON-OFFICE EMPLOYEES

Firm-Type	Firms Reporting Non-Office Employees		Non-Office Employees in Reporting Firms	
	Number	Percentage of Summary	Number	Percentage of Summary
		%		%
Construction Firms	71	6.9	2,706	2.8
Manufacturing Firms	227	22.2	21,606	22.3
Oil Firms	89	8.7	5,834	6.0
Public Service	77	7.5	27,161	28.0
Department Stores	39	3.8	4,711	4.9
Wholesale Firms	138	13.5	3,131	3.2
Automotive Firms	67	6.5	2,454	2.5
Financial Firms	50	4.9	507	0.5
Retail Firms	158	15.4	9,232	9.5
Institutions	108	10.6	19,626	20.3
Summary of All Firms	1,024	100.0	96,968	100.0

A. STANDARD WORK WEEK

SUMMARY OF ALL FIRMS - OFFICE EMPLOYEES

DAYS WORKED PER WEEK		
Number of Days	Number of Firms Reporting	Number of Office Employees
4.00	-	-
4.25	-	-
4.50	-	-
4.75	-	-
5.00	1,014	73,165
5.25	11	182
5.50	62	489
5.75	-	-
6.00	11	82
Other	2	*
Not Specified	57	1,225
Total	1,157	75,147

HOURS WORKED PER WEEK		
Number of Hours	Number of Firms Reporting	Number of Office Employees
30.00	1	*
over 30.00 & under 31.25	-	-
31.25	-	-
over 31.25 & under 32.50	-	-
32.50	6	114
over 32.50 & under 33.75	2	*
33.75	12	3,998
over 33.75 & under 35.00	-	-
35.00	146	10,020
over 35.00 & under 36.25	8	69
36.25	59	20,290
over 36.25 & under 37.50	15	359
37.50	352	29,861
over 37.50 & under 38.75	17	250
38.75	23	791
over 38.75 & under 40.00	12	138
40.00	352	7,384
over 40.00 & under 41.25	4	32
41.25	1	*
over 41.25 & under 42.50	11	78
42.50	5	19
over 42.50 & under 44.00	2	*
44.00	60	382
Other	13	27
Not Specified	56	1,237
Total	1,157	75,147

HOURS WORKED PER DAY		
Number of Hours	Number of Firms Reporting	Number of Office Employees
5.00	2	*
5.25	-	-
5.50	-	-
5.75	-	-
6.00	3	6
6.25	-	-
6.50	8	147
6.75	12	3,998
7.00	165	10,230
7.25	66	20,403
7.50	378	30,292
7.75	31	971
8.00	407	7,726
8.25	1	*
8.50	11	71
8.75	-	-
9.00	7	15
Other	5	6
Not Specified	61	1,270
Total	1,157	75,147

SUMMARY OF ALL FIRMS - NON-OFFICE EMPLOYEES

DAYS WORKED PER WEEK		
Number of Days	Number of Firms Reporting	Number of Non-office Employees
4.00	1	*
4.25	-	-
4.50	3	66
4.75	-	-
5.00	804	89,474
5.25	6	520
5.50	120	2,961
5.75	-	-
6.00	31	1,710
Other	1	*
Not Specified	58	2,235
Total	1,024	96,968

HOURS WORKED PER WEEK		
Number of Hours	Number of Firms Reporting	Number of Non-office Employees
30.00	1	*
over 30.00 & under 31.25	-	-
31.25	-	-
over 31.25 & under 32.50	1	*
32.50	2	*
over 32.50 & under 33.75	-	-
33.75	1	*
over 33.75 & under 35.00	1	*
35.00	17	913
over 35.00 & under 36.25	-	-
36.25	4	186
over 36.25 & under 37.50	5	169
37.50	78	4,485
over 37.50 & under 38.75	6	354
38.75	7	150
over 38.75 & under 40.00	3	61
40.00	593	78,970
over 40.00 & under 41.25	12	1,270
41.25	1	*
over 41.25 & under 42.50	30	1,847
42.50	11	460
over 42.50 & under 44.00	6	93
44.00	169	5,390
Other	13	262
Not Specified	63	2,260
Total	1,024	96,968

HOURS WORKED PER DAY		
Number of Hours	Number of Firms Reporting	Number of Non-office Employees
5.00	1	*
5.25	-	-
5.50	1	*
5.75	-	-
6.00	2	*
6.25	1	*
6.50	1	*
6.75	2	*
7.00	23	1,051
7.25	7	306
7.50	91	3,292
7.75	8	148
8.00	728	86,018
8.25	8	617
8.50	35	1,774
8.75	3	70
9.00	46	1,260
Other	4	6
Not Specified	63	2,243
Total	1,024	96,968

B. VACATION WITH PAY PLANS

SUMMARY OF ALL FIRMS - OFFICE EMPLOYEES

Qualifying Period For Designated Paid Vacations	ONE WEEK VACATION		TWO WEEK VACATION		THREE WEEK VACATION		FOUR WEEK VACATION	
	Number of Firms Reporting	Number of Office Employees	Number of Firms Reporting	Number of Office Employees	Number of Firms Reporting	Number of Office Employees	Number of Firms Reporting	Number of Office Employees
Under 6 months	33	1,776						
6 months	305	14,445	7	141				
6 - 11 months	8	79	18	1,896				
Under 1 Year - Total	346	16,300	25	2,037				
1 year	21	484	909	39,591	85	31,441	2	*
2 years			17	95	46	1,403	2	*
3 years					44	1,313	1	*
4 years			2	*	9	366	1	*
5 years			6	149	421	32,177	11	151
6 years					27	1,347	5	162
7 years					27	431	5	465
8 years					47	1,197	3	241
9 years					5	247		
10 years					153	2,125	76	3,573
11 years					1	*		
12 years					5	97	30	1,353
13 years							7	136
14 years							2	*
15 years					23	317	225	39,903
16 years							8	382
17 years							6	159
18 years							36	11,385
19 years							2	*
20 years					3	32	141	7,090
21 years								
22 years							2	*
23 years								
24 years								
25 years					1	*	33	1,657
Other								
Total Specified	367	16,784	959	41,877	897	72,505	600	66,863

SUMMARY OF ALL FIRMS - NON-OFFICE EMPLOYEES

Qualifying Period For Designated Paid Vacations	ONE WEEK VACATION		TWO WEEK VACATION		THREE WEEK VACATION		FOUR WEEK VACATION	
	Number of Firms Reporting	Number of Non-office Employees	Number of Firms Reporting	Number of Non-office Employees	Number of Firms Reporting	Number of Non-office Employees	Number of Firms Reporting	Number of Non-office Employees
Under 6 months	19	3,267	1	*				
6 months	230	15,059	1	*				
6 - 11 months	5	119	9	2,674				
Under 1 Year - Total	254	18,445	11	2,728				
1 year	16	1,439	781	69,651	66	18,244	2	*
2 years			12	1,037	33	4,713	2	*
3 years					27	3,150		
4 years			3	547	6	1,543	3	1,130
5 years			6	372	320	40,174	6	236
6 years			1	*	31	5,404	3	878
7 years					28	1,243	11	3,614
8 years			1	*	54	3,605	6	1,182
9 years					7	539	2	*
10 years					130	5,169	52	6,028
11 years					1	*		
12 years					4	705	26	5,648
13 years							6	403
14 years					1	*	2	*
15 years					22	744	181	30,151
16 years							8	719
17 years							6	236
18 years							39	8,916
19 years							1	*
20 years					3	136	99	5,839
21 years								
22 years							5	928
23 years							1	*
24 years								
25 years					1	*	31	7,728
Other								
Total Specified	270	19,884	815	74,430	734	85,927	492	74,598

C. PAID STATUTORY OR PUBLIC HOLIDAY POLICIES

SUMMARY OF ALL FIRMS - OFFICE EMPLOYEES

General Holiday Policy	Number of Firms Reporting	Number of Office Employees	Most Frequent Statutory or Public Holidays Allowed	Number of Firms Reporting	Number of Office Employees
Policy: Paid Holidays			Policy of Paid Holidays: Days Allowed and Specified - Total	1, 102	74, 032
Days Allowed and Specified			New Year's Day	1, 102	74, 032
5. 0 days	3	7	Good Friday	1, 097	73, 755
5. 5 days	1	*	Easter Monday	204	26, 439
6. 0 days	1	*			
6. 5 days	-	-	Victoria Day	1, 088	73, 682
7. 0 days	26	161	Dominion Day	1, 096	73, 992
7. 5 days	-	-	Citizen's Day (Fair Week)		
8. 0 days	27	687	full day	94	1, 719
8. 5 days	8	99	half day	281	18, 252
9. 0 days	118	3, 473			
9. 5 days	38	1, 245	Civic Holiday	965	71, 381
10. 0 days	486	29, 989	Labour Day	1, 096	74, 007
10. 5 days	174	11, 242	Thanksgiving Day	1, 079	73, 896
11. 0 days	132	21, 306			
11. 5 days	57	5, 466	Remembrance Day	915	67, 925
12. 0 days	24	291	Christmas Day	1, 101	74, 027
12. 5 days	1	*	Boxing Day	1, 027	72, 306
13. 0 days	3	32			
Other	3	22			
Policy of Paid Holidays: Days Allowed and Specified - Total	1, 102	74, 032			
Days Allowed but Not Specified	3	18			
Other Arrangement Reported	1	*			
Policy of Paid Holidays - Total	1, 106	74, 051			
Policy: No Paid Holidays	5	16			
Not Specified	46	1, 080			
Total	1, 157	75, 147			

SUMMARY OF ALL FIRMS - NON-OFFICE EMPLOYEES

General Holiday Policy	Number of Firms Reporting	Number of Non-office Employees	Most Frequent Statutory or Public Holidays Allowed	Number of Firms Reporting	Number of Non-office Employees
Policy: Paid Holidays			Policy of Paid Holidays: Days Allowed and Specified - Total	953	94,535
Days Allowed and Specified			New Year's Day	951	94,470
5.0 days	7	51	Good Friday	944	93,813
5.5 days	1	*	Easter Monday	159	15,449
6.0 days	3	273			
6.5 days	-	-	Victoria Day	936	93,897
7.0 days	42	1,874	Dominion Day	945	94,346
7.5 days	1	*	Citizen's Day (Fair Week)		
8.0 days	45	2,181	full day	66	2,745
8.5 days	4	56	half day	148	9,220
9.0 days	137	14,780			
9.5 days	16	662	Civic Holiday	767	81,591
10.0 days	441	52,071	Labour Day	945	94,453
10.5 days	103	6,578	Thanksgiving Day	918	93,065
11.0 days	105	13,019			
11.5 days	29	2,468	Remembrance Day	766	82,402
12.0 days	13	434	Christmas Day	950	94,482
12.5 days	-	-	Boxing Day	854	88,293
13.0 days	4	53			
Other	2	*			
Policy of Paid Holidays: Days Allowed and Specified - Total	953	94,535			
Days Allowed but Not Specified	6	133			
Other Arrangement Reported	3	95			
Policy of Paid Holidays - Total	962	94,763			
Policy: No Paid Holidays	14	297			
Not Specified	48	1,908			
Total	1,024	96,968			

D. OVERTIME WORK COMPENSATION POLICIES

SUMMARY OF ALL FIRMS - OFFICE EMPLOYEES

General Overtime Work Compensation Policy	Number of Firms Reporting	Number of Office Employees
Policy: Overtime Work Compensation	815	70,580
Policy: No Overtime Work Compensation	119	1,062
No Overtime Work	149	1,283
Other	1	*
Not Specified	73	2,217
Total	1,157	75,147

Terms of Overtime Work Compensation Policy for Designated Work Periods	STANDARD WORK DAY		STATUTORY OR PUBLIC HOLIDAY		NON-SCHEDULED WORK DAY	
	Number of Firms Reporting	Number of Office Employees	Number of Firms Reporting	Number of Office Employees	Number of Firms Reporting	Number of Office Employees
Overtime Pay Only:						
Straight Time	20	1,343	19	3,941	21	1,045
Time and One Half	532	33,557	227	21,910	440	31,800
Double Time	2	*	123	3,092	18	3,538
Double Time and One Half	-	-	106	19,951	10	84
Other or Combined Rates	70	27,553	41	10,702	69	24,417
Overtime Pay Only - Total	624	62,484	516	59,596	558	60,884
Paid Time Off Only	64	1,084	62	1,403	59	938
Combination of Paid Time Off and Overtime Pay	63	3,116	51	4,429	56	4,921
No Overtime Policy or No Overtime Work for Designated Period	9	2,156	84	1,981	36	465
Other Policy	-	-	1	*	-	-
Terms Not Specified For Designated Period	55	1,740	101	3,206	106	3,372
Total With A Policy Of Overtime Work Compensation	815	70,580	815	70,580	815	70,580

SUMMARY OF ALL FIRMS - NON-OFFICE EMPLOYEES

General Overtime Work Compensation Policy	Number of Firms Reporting	Number of Non-office Employees
Policy: Overtime Work Compensation	339	91,609
Policy: No Overtime Work Compensation	57	1,394
No Overtime Work	61	1,666
Other	5	261
Not Specified	62	2,038
Total	1,024	96,968

Terms of Overtime Work Compensation Policy for Designated Work Periods	STANDARD WORK DAY		STATUTORY OR PUBLIC HOLIDAY		NON-SCHEDULED WORK DAY	
	Number of Firms Reporting	Number of Non-office Employees	Number of Firms Reporting	Number of Non-office Employees	Number of Firms Reporting	Number of Non-office Employees
Overtime Pay Only:						
Straight Time	9	1,252	14	4,725	17	1,129
Time and One Half	582	50,143	188	19,766	424	41,241
Double Time	27	1,351	211	17,163	71	11,124
Double Time and One Half	1	*	138	15,490	13	470
Other or Combined Rates	104	29,738	66	20,274	121	26,224
Overtime Pay Only - Total	723	82,510	617	77,418	646	80,188
Paid Time Off Only	24	843	31	3,515	21	820
Combination of Paid Time Off and Overtime Pay	38	4,835	44	5,045	41	5,585
No Overtime Policy or No Overtime Work for Designated Period	6	1,674	62	2,502	34	1,627
Other Policy	-	-	1	*	-	-
Terms Not Specified For Designated Period	48	1,747	84	3,122	97	3,389
Total With A Policy Of Overtime Work Compensation	839	91,609	839	91,609	839	91,609

SUMMARY OF ALL TYPES - OFFICE EMPLOYEES

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		GROUP LIFE INSURANCE		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Number of Firms Reporting	Number of Office Employees	Number of Firms Reporting	Number of Office Employees	Number of Firms Reporting	Number of Office Employees	ALBERTA BLUE CROSS		OTHER PRIVATE CARRIER		Number of Firms Reporting	Number of Office Employees
							Number of Firms Reporting	Number of Office Employees	Number of Firms Reporting	Number of Office Employees		
0	9	349	73	9,569	213	4,454	205	21,504	15	421	9	57
0.1-24.9	11	277	17	1,426	11	337	6	32	-	-	-	-
25.0-49.9	47	4,797	52	5,090	54	6,196	17	447	14	3,829	1	*
50	341	37,451	346	16,350	441	45,073	218	14,802	135	6,080	20	372
50.1-74.9	72	11,914	46	2,051	47	4,913	20	2,070	26	1,621	4	49
75.0-99.9	18	922	24	1,321	24	2,013	3	263	21	1,133	1	*
100	75	4,795	158	7,328	112	3,125	56	1,489	108	6,444	11	772
Plan Available - % Data Not Specified	144	7,400	117	26,072	70	3,940	51	1,995	21	507	4	124
Total Specifying Plan Available	717	67,509	853	69,417	975	70,051	576	42,602	340	20,035	50	1,391

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES	
	Number of Firms Reporting	Number of Office Employees	Number of Firms Reporting	Number of Office Employees	Number of Firms Reporting	Number of Office Employees	Number of Firms Reporting	Number of Office Employees	Number of Firms Reporting	Number of Office Employees
0	28	2,261	51	3,140	9	702	5	71	29	648
0.1-24.9	4	32	10	107	-	-	3	6,357	1	*
25.0-49.9	14	2,802	15	2,683	-	-	-	-	24	2,780
50	179	3,349	152	17,397	-	-	12	456	20	3,825
50.1-74.9	23	821	29	4,271	-	-	4	3,740	6	1,970
75.0-99.9	15	378	10	311	1	*	1	*	1	*
100	124	9,356	154	8,037	8	203	30	2,183	5	151
Plan Available - % Data Not Specified	44	2,151	47	2,754	6	821	7	430	20	1,074
Total Specifying Plan Available	431	21,230	468	38,700	24	1,732	62	13,240	106	10,466

E. FRINGE BENEFIT PLANS

13

SUMMARY OF ALL FIRMS - NON-OFFICE EMPLOYEES

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	PRIVATE GROUP PENSION PLAN (NOT CANADA PENSION PLAN)		GROUP LIFE INSURANCE		BASIC HEALTH SERVICES AND BENEFITS PLAN (GOVERNMENT)		OPTIONAL/SUPPLEMENTARY HEALTH SERVICES INSURANCE PLANS				GROUP DENTAL CARE INSURANCE PLAN	
	Number of Firms Reporting	Number of Non-office Employees	Number of Firms Reporting	Number of Non-office Employees	Number of Firms Reporting	Number of Non-office Employees	ALBERTA BLUE CROSS		OTHER PRIVATE CARRIER		Number of Firms Reporting	Number of Non-office Employees
							Number of Firms Reporting	Number of Non-office Employees	Number of Firms Reporting	Number of Non-office Employees		
0	7	1,137	53	9,975	182	8,711	179	13,829	14	459	9	473
0.1-24.9	6	202	16	2,343	7	154	5	122	-	-	-	-
25.0-49.9	38	8,807	40	8,567	42	8,484	16	1,530	12	6,642	1	*
50	255	32,880	293	33,125	387	49,878	192	28,897	119	7,635	14	600
50.1-74.9	69	16,786	42	2,011	38	2,756	15	1,209	22	1,772	5	155
75.0-99.9	14	690	25	1,917	22	3,845	5	1,109	18	2,276	2	*
100	60	4,589	142	12,729	93	6,992	38	2,036	77	5,392	10	1,372
Plan Available - % Data Not Specified	119	11,289	89	10,990	57	4,728	42	5,481	18	637	4	1,732
Total Specifying Plan Available	568	76,380	700	81,657	828	85,548	492	54,213	280	24,813	45	4,380

Percentage (%) of Premium Paid by Employers for Designated Fringe Benefit Plans	WEEKLY/MONTHLY INDEMNITY (GROUP INSURANCE)		LONG-TERM DISABILITY (GROUP INSURANCE)		GROUP AUTOMOBILE INSURANCE		GROUP SURVIVOR INCOME BENEFIT INSURANCE PLAN		SAVINGS PLAN NOT FOR PENSION OR RETIREMENT PURPOSES	
	Number of Firms Reporting	Number of Non-office Employees	Number of Firms Reporting	Number of Non-office Employees	Number of Firms Reporting	Number of Non-office Employees	Number of Firms Reporting	Number of Non-office Employees	Number of Firms Reporting	Number of Non-office Employees
0	27	2,520	29	1,900	8	1,669	4	36	22	2,044
0.1-24.9	3	47	7	215	-	-	3	5,951	1	*
25.0-49.9	16	7,440	13	6,610	-	-	-	-	12	781
50	179	12,599	124	21,797	2	*	12	799	15	1,933
50.1-74.9	29	3,218	22	4,226	-	-	4	4,078	5	823
75.0-99.9	20	1,984	7	529	-	-	1	*	-	-
100	115	10,701	102	6,615	4	107	20	947	4	307
Plan Available - % Data Not Specified	36	2,735	35	1,743	2	*	5	247	11	1,125
Total Specifying Plan Available	425	41,244	339	43,635	16	2,357	49	12,073	70	7,020

F. SUPPLEMENTARY HOLIDAY AND VACATION DATA

SUMMARY OF ALL FIRMS - OFFICE EMPLOYEES

Paid Vacation Period Extended For A Paid Statutory or Public Holiday	Number of Firms Reporting	Number of Office Employees
Yes	1,044	73,361
No	35	336
Other	22	297
Not Specified	56	1,153
Total	1,157	75,147

Paid Vacation Period Restricted to Particular Times of The Year	Number of Firms Reporting	Number of Office Employees
Yes	137	2,757
No	963	68,739
Other and Not Specified	57	3,651
Total	1,157	75,147

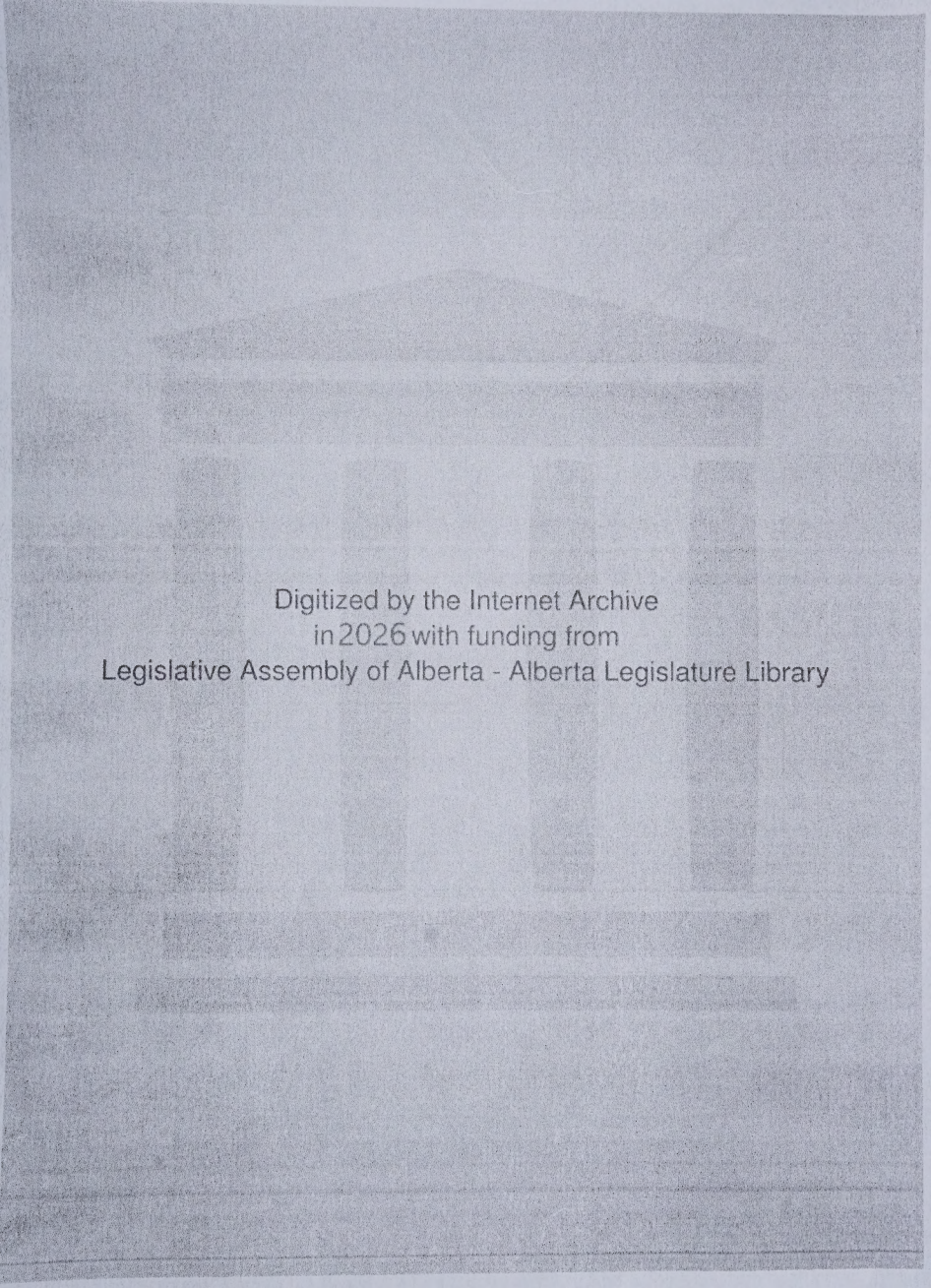
Paid Vacation Period Extended For Off-season or Off-peak Times	Number of Firms Reporting	Number of Office Employees
Yes	79	8,151
No	996	65,443
Other and Not Specified	82	1,553
Total	1,157	75,147

SUMMARY OF ALL FIRMS - NON - OFFICE EMPLOYEES

Paid Vacation Period Extended For A Paid Statutory or Public Holiday	Number of Firms Reporting	Number of Non-office Employees
Yes	857	86,507
No	52	3,099
Other	42	5,002
Not Specified	73	2,360
Total	1,024	96,968

Paid Vacation Period Restricted to Particular Times of The Year	Number of Firms Reporting	Number of Non-office Employees
Yes	139	10,284
No	809	77,208
Other and Not Specified	76	9,476
Total	1,024	96,968

Paid Vacation Period Extended For Off-season or Off-peak Times	Number of Firms Reporting	Number of Non-office Employees
Yes	62	7,596
No	865	83,989
Other and Not Specified	97	5,383
Total	1,024	96,968



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